

# **FY-12 ACCP PROGRAM INFORMATION**

## **I. Overview**

The Department of the Navy authorizes Aviation Career Continuation Pay (ACCP) as a supplement to Aviation Career Incentive Pay (ACIP) to enhance retention of highly-trained, career-minded, aviation officers. The program offers selected bonuses targeting the retention of eligible Pilots and Naval Flight Officers (NFO) for Department Head (DH). Pilots and NFOs who meet eligibility requirements for ACCP are encouraged to apply. Commanding Officers (CO) shall encourage qualified aviators to submit applications for ACCP. COs must ensure that the information provided in the officer's application is complete and accurate, that the officer meets all eligibility requirements, and that no action is pending that may result in the officer being ineligible for ACCP. COs must also provide positive endorsement of the ACCP request.

Due to sustained higher retention among control grade aviation officers, significant changes have been made to the FY-12 Program.

The FY-12 ACCP program changes are as follows:

- A. The short-term Command, At-Sea and Astronaut bonuses have been removed.
- B. The DH retention bonus will be paid in equal annual installments.

Highlights of the FY-12 ACCP program include a five-year bonus targeting DH retention based on aviation designation and community. Annual rates for each T/M/S are shown in Enclosure 1. In addition, payment of ACCP one year prior to completion of Active Duty Service Obligation (ADSO) is authorized. Aviation DH Retention bonus applicants may apply as of the posting date of this FY-12 ACCP Program Information as long as the applicant's ADSO expires in FY-12 or FY-13. FY-12 ACCP applications must be received prior to 31 August 2012.

## **II. Eligibility**

Aviation officers applying for the Aviation DH Retention bonus are eligible when within one year of completing their ADSO for undergraduate flight training. Applicants must not be obligated under a current ACCP agreement. Additionally, reserve aviators who are recalled to active duty, mobilized reserve officers, and officers under ADSW orders are not eligible to apply for ACCP.

## **III. Additional Requirements and Stipulations**

In addition to the requirements delineated in OPNAVINST 7220.9 (formerly SECNAVINST 7220.29B), the following eligibility requirements and stipulations apply:

- 1) **NFO-to-Pilot and ACCP:** Eligibility for NFO-to-Pilot transitions is based on ADSO incurred as a result of Pilot training/winging, not NFO winging.
- 2) **Failure to select for promotion and ACCP:** Aviation officers in a failure of selection (FOS) status for promotion to the next higher paygrade are not eligible to apply for the Aviation DH Retention (5-year) bonus. Additionally, if a member's promotion is being held in abeyance for any reason, bonus applications will be held until such a time that a final adjudication is made and officially promulgated.
- 3) **Inter-Service Transfer and ACCP:**
  - a) In addition to meeting all other ACCP eligibility requirements, inter-service transfers from the Air Force, Army, Coast Guard, or USMC, who have been previously designated as an aviator, must complete their Navy winging obligation prior to submitting an ACCP application.
  - b) Aviation officers are not eligible to apply for an inter-service transfer out of the Navy until within 12-months of ACCP contract obligation expiration. The inter-service transfer will not be executed until after the ACCP obligation has expired.

- 4) Lateral Transfer / Redesignation and ACCP:
  - a) Aviation officers obligated by an ACCP contract are not eligible to apply for the Lateral Transfer / Redesignation board or other programs that require a change of designator until they are within 12-months of ACCP contract expiration.
  - b) If selected for lateral transfer, redesignation, or other programs that require a change of designator, redesignation of the officer to the new community will not be executed until completion of ACCP obligation.
  - c) If an aviation officer has been selected for and accepts transfer to another community, the individual is not eligible to apply for ACCP.
- 5) Conditions for prorated ACCP contract terms:
  - a) By law, ACCP contracts may not extend beyond 25 Years of Aviation Service (YAS) and must be at least 12 months in length. Therefore, aviators must not have exceeded 24 YAS at time of ACCP approval by PERS-43.
  - b) Length of contracts limited by 25 YAS will be reconciled by PERS-43. Eligible aviators with greater than 12 months, but less than 24 or 36 months to 25 YAS, will receive their final bonus payment prorated for the number of months remaining to 25 YAS.
  - c) Final ACCP installment for O-4 aviators approaching statutory retirement will be prorated to 20 years of active service provided remaining eligibility requirements are met.
  - d) Other requests for bonus contract prorating, early termination, or repayment shall not be considered for any reason.
- 6) Others:
  - a) Commanding Officers or reporting seniors must favorably recommend aviators for receipt of ACCP.
  - b) Aviators must be able to complete the full period of ACCP obligation in aviation service. Submitting an application for ACCP is a contractual agreement and, as such, applicants shall fulfill the full term of obligation incurred.
  - c) ACCP payments will be paid by direct deposit on the anniversary of the commencement date.
  - d) ACCP installments are never tax-free regardless of the individual's location upon receipt of initial payment or anniversary installments.
  - e) PERS-43 is the final adjudication authority for all ACCP program execution issues to include policy, eligibility, termination, and recoupment.

#### **IV. Repayment and Recoupment Policy**

In order to maintain ACCP eligibility, an aviation officer must remain on active duty in aviation service and continue to meet all eligibility requirements. In addition to the repayment and recoupment conditions delineated in OPNAVINST 7220.9, an aviator may no longer be ACCP eligible and subject to recoupment under the following conditions:

- 1) Aviation Department Head Screen Board:
  - a) The intent of the Aviation Department Head Retention bonus (5-year term contract) is to obligate/retain aviators through their aviation DH tour. As such, acceptance of the Aviation DH Retention Bonus is an agreement to be considered at the Aviation DH Screen Board and, if selected, to fulfill orders to a DH tour. Therefore, an aviator who does not fulfill the terms of their agreement will be subject to repayment of their bonus in accordance with Title 37.
  - b) An aviator, after twice failing to screen for DH, remains eligible for ACCP. However, in this event an aviator can request to be released from their ACCP contract in order to apply for a Lateral Transfer / Redesignation board. If approved, ACCP eligibility will end and all future payments will be cancelled, but prepaid ACCP amounts will not be recouped.
  - e) Aviation Officers are afforded the opportunity to be considered on two annual DH screen boards. An aviation officer that declines consideration for their first look will become ineligible for the DH Retention Bonus. An aviation officer may request to be considered on their second DH look after declining consideration at their first look; however eligibility for the Aviation DH retention bonus will not be reinstated for any reason.



- f) An aviator, after twice failing to screen for promotion to the next higher paygrade, will no longer be eligible for the Aviation DH Retention bonus and future payments will be cancelled. Prepaid ACCP amounts will not be recouped, unless the member has been compensated for a term beyond a statutorily-mandated separation. In this case, compensation for time not served following separation will be subject to recoupment.
- 2) Detached for Cause (DFC): An individual that is detached for cause (DFC) or otherwise relieved of command for any reason is no longer ACCP eligible. Future Aviation DH Retention and short-term bonus installments, as applicable, will be cancelled and the member is subject to recoupment of unearned payments from prior installments. If ACCP eligibility is terminated for DFC, relief of command, or other adverse circumstances, eligibility of any ACCP offering will not be reinstated for any reason.
- 3) Death: In the event of the death of the service member, the unpaid portion of the ACCP contract will be awarded to the member's estate.

## **V. FY-12 ACCP Contract Options**

### **1) Aviation Department Head Retention Bonus Contract**

#### Pilot and NFO

- Total contract value: Designation and Community dependent (Enclosure 1)
- Payment schedules: Equal Annual Installments (Enclosure 1)
- Service obligation: 5 years from expiration of ADSO for initial flight training or from ACCP application approval by PERS-43, whichever is later.

The intent of the Aviation Department Head (DH) Retention bonus is to retain aviation officers through their DH tours. As such, any officer who is approved for and accepts an Aviation DH Retention bonus contract is agreeing to be considered for their Aviation DH Screen Board when eligible. If, for any reason, an officer on the DH Retention Bonus is not considered on the Aviation DH Screen Board, that officer will be rendered ineligible for ACCP and their bonus will be subject to recoupment as stated in the previous section. Any officer on an Aviation DH Retention bonus contract whose five-year obligation expires during their DH tour will serve until PRD.

#### **a) Aviation DH Retention Bonus Eligibility Requirements:**

- i) Unrestricted Line (URL) aviators are eligible for the Aviation DH Retention bonus regardless of billet assigned. Aviators who have taken a prior ACP or ACCP contract are not eligible for the Aviation DH Retention bonus. Specific eligibility requirements for the FY-12 Aviation DH Retention bonus include:
  - (1) 1310 / 1320 - designated URL Aviator
  - (2) Initial ADSO expiration date in FY-12 or FY-13
  - (3) Have never received a prior ACP or ACCP contract
  - (4) LCDR (O-4) or junior and not selected for CDR (O-5)
  - (5) Have not completed a DH tour

#### **b) Important Notes:**

- i) An eligible officer can apply for ACCP immediately upon release of the NAVADMIN message announcing the FY-12 ACCP program as long as their ADSO expiration is in FY-12 or FY-13 (01 Oct 11 to 30 Sep 13).
- ii) Those officers with obligation completion dates on 01 Oct 2013 or later (obligation completion date in FY-14), must wait and apply under the FY-13 ACCP program.
- iii) Those officers with obligation completion dates prior to 1 Oct 11 (FY-11 and earlier) are no longer eligible to apply for the Aviation DH Retention bonus.
- iv) FY-12 ACCP effective date, payment, and obligation will begin after completion of ADSO.

## **VI. Application Procedures**

Eligible bonus candidates may submit applications for the FY-12 ACCP program via their Commanding Officer (Unit Commander or Type/Functional Wing Commander as applicable) to:

**COMMANDER NAVAL PERSONNEL COMMAND  
PERS-432T  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-4300**

- 1) When applying, please conform to the following important notes:
  - a) Applicants applying for the Aviation DH Retention bonus are required to include paragraphs 1 through 4 on the Aviation DH Retention application template in their entirety.
  - b) Application contents are not to vary from the posted application templates. Reformatting is authorized. Applications that deviate from the posted template content are invalid and will not be processed. Members will be required to resubmit their application.
  - c) Application via fax or email is authorized, but hard copy of the original application must be submitted to the PERS-432T address above. If desired, please fax applications and required endorsements to (901) 874-2721 to the attention of Ms. Melinda Weeden.
  - d) Applications will be considered binding as of the date of PERS-43 approval.
  - e) FY-12 ACCP applications must be received by PERS-432T no later than close of business on 31 August 2012. Please call or email to confirm receipt of application prior to the deadline if 1<sup>st</sup> payment has not yet been received.

- 2) For application questions:

Mr. Paul Boundy at (901) 874-3947 / DSN 882-  
E-mail: [paul.boundy@navy.mil](mailto:paul.boundy@navy.mil)

Ms. Melinda Weeden at (901) 874-3964 / DSN 882-  
E-mail: [melinda.weeden@navy.mil](mailto:melinda.weeden@navy.mil)

- 3) For policy questions:

LCDR Shannon Parker at (901) 874-3484 / DSN 882-  
Email: [jack.s.parker@navy.mil](mailto:jack.s.parker@navy.mil)

### Aviation Department Head Retention Bonus Contract and Annual Amounts (by Aviation designation and community)

**FY-12 ADSO:** If an aviator's ADSO expires in FY-12 (01 Oct 11 to 30 Sep 12), they are a member of the FY-12 cohort and eligible for the Aviation DH Retention bonus paid in five (5) equal annual installments. The first installment will be deposited upon application acceptance date, or ADSO expiration, whichever is later. Future installments will be deposited annually on the anniversary of the initial payment for the duration of the contract.

**FY-13 ADSO:** If an aviator's ADSO expires in FY-13 (01 Oct 12 to 30 Sep 13), they are a member of the FY-13 cohort and eligible for the Aviation DH Retention bonus one-year early paid in six (6) equal annual installments. The first installment will be deposited one year prior to the member's ADSO expiration or upon application approval by PERS-43, whichever is later. Five additional annual installments will be deposited on the anniversary of the member's ADSO expiration.

**ADSO Other:** If an aviator's ADSO expires prior to FY-12 (before 1 October 11) or after FY-13 (after 30 Sep 13), they are not eligible for the FY-12 Aviation DH Retention bonus program.

Aviation Designation	Community	FY-13 Cohort Annual Payment Amount	FY-12 Cohort Annual Payment Amount	Total Entitlement
PILOT	HM	\$8,333.33	\$10,000.00	\$50,000.00
	HSC	\$12,500.00	\$15,000.00	\$75,000.00
	HSL/HSM	\$4,166.67	\$5,000.00	\$25,000.00
	VAQ	\$20,833.33	\$25,000.00	\$125,000.00
	VAW/VRC	\$8,333.33	\$10,000.00	\$50,000.00
	VFA	\$20,833.33	\$25,000.00	\$125,000.00
	VP	\$8,333.33	\$10,000.00	\$50,000.00
	VQ(P)	\$12,500.00	\$15,000.00	\$75,000.00
	VQ(T)	\$12,500.00	\$15,000.00	\$75,000.00
NFO	VAQ	\$16,666.67	\$20,000.00	\$100,000.00
	VAW/VRC	\$8,333.33	\$10,000.00	\$50,000.00
	VFA	\$8,333.33	\$10,000.00	\$50,000.00
	VP	\$12,500.00	\$15,000.00	\$75,000.00
	VQ(P)	\$8,333.33	\$10,000.00	\$50,000.00
	VQ(T)	\$12,500.00	\$15,000.00	\$75,000.00